



SEND Staff (Term-Time Alternative Provision – Sessional)

PAL Fitness Education CIC

Purpose of the Role

We are recruiting SEND Support Staff to support children and young people within our term-time Alternative Provision programmes, with the potential to work across other PAL programmes subject to availability. This role is suited to individuals with strong experience supporting children with additional needs and who can apply trauma-informed and inclusive approaches in their practice.

Hours:

Sessional, primarily term-time, with potential additional hours across other programmes.

Pay:

Dependent on age, experience and qualifications – discussed at interview

All roles are subject to providing two suitable references and an enhanced DBS check. Attendance at safeguarding and core training is mandatory.

About the Company

PAL Fitness Education CIC provides inclusive and enriching opportunities for children and young people (CYP) who experience disadvantage, including those with Special Educational Needs and Disabilities (SEND).

Our Alternative Provision and targeted SEND programmes support CYP to re-engage with learning and personal development through structured activities, wellbeing-focused interventions and positive role modelling, delivered in safe, supportive environments.

Key Responsibilities

- Support children and young people with SEND within Alternative Provision settings.
- Build positive, trusting relationships to support engagement and emotional regulation.
- Work collaboratively with other team members to deliver high-quality provision.



- Promote a calm, safe and supportive environment at all times.
- Implement behaviour and support strategies in line with individual needs.
- Apply trauma-informed approaches to practice and daily interactions.
- Accurately maintain records, observations and reports as required.
- Follow safeguarding, health & safety, and organisational policies.
- Promote the values and ethos of PAL Fitness Education CIC.

Planning & Leading Activities

- Support the **planning and delivery of structured, purposeful activities** that meet the needs of SEND learners.
- Adapt activities to support varying abilities, needs and emotional states.
- Lead small-group or individual activities where appropriate.
- Encourage participation, confidence-building and positive social interaction.
- Contribute to reviewing and evaluating activities to support continuous improvement.

Essential Criteria

- Experience working with children or young people with SEND.
- Experience working within education or alternative education settings.
- Strong safeguarding knowledge with relevant training.
- Clear understanding of professional boundaries and child protection responsibilities.
- Ability to work positively with a range of needs, including SEMH and ASD.
- Must hold a valid UK driving licence and have access to a car.
- Available to work across Worcestershire, primarily based in Evesham, Pershore and Norton.
- Right to work in the UK.
- Must pass an enhanced DBS check prior to starting.



Desirable Criteria

- A relevant degree (e.g. Education, SEN, Psychology, Youth Work or related field).
- Training or experience in trauma-informed practice.
- Additional SEND, safeguarding or behaviour support training.
- Experience working in community or alternative provision settings.

Key Competencies & Skills

- Calm, patient and empathetic approach.
- Strong communication and interpersonal skills.
- Ability to remain resilient in challenging situations.
- Flexible, adaptable and solution-focused mindset.
- Ability to work independently and as part of a delivery team.
- Strong organisational skills and attention to detail.
- Commitment to inclusive practice and continuous professional development.

Additional Considerations

- Opportunity to support additional PAL programmes depending on availability.
- Access to ongoing CPD and training opportunities.
- Opportunity to make a meaningful impact on children and young people's lives.

Employment is subject to satisfactory safer recruitment checks, including enhanced DBS clearance and two professional references.

If you wish to apply for the role or discuss this role further, please contact:

info@pal-fitness-education.org.uk

Please send a CV and cover letter via email to apply!

All information will be processed in line with GDPR guidelines.